

F.No.A-12024/5/2023-Estt./
NATIONAL HUMAN RIGHTS COMMISSION
Manavadhikar Bhawan, GPO Complex, 'C' Block,
INA, New Delhi - 110023

Dated, the 30th January, 2024

ENGAGEMENT OF CONSULTANT (RETIRED INSPECTOR) ON CONTRACT BASIS
IN THE NATIONAL HUMAN RIGHTS COMMISSION

The National Human Rights Commission intends to engage '**Consultants (Retired Inspectors)**' on contract basis, for the various works of Investigation Division of the Commission.

2. The eligibility criteria, consolidated remuneration and other conditions for Engagement of '**Consultant (Retired Inspectors)**' on contractual basis are given hereunder:

Designation	Consultant (Retired Inspector)
Eligibility criteria	Retired Inspectors or equivalent from the Central/State Police Forces / Armed Forces of Union Experience : Possessing at-least 5 years experience in Vigilance or Investigation or Intelligence work.
Age limit	The applicant should not be more than 62 years of age on the last date of submission of application.
Remuneration	A fixed monthly amount shall be admissible, <i>arrived at by deducting the Basic Pension from the Pay drawn at the time of retirement.</i> The amount of remuneration so fixed shall remain unchanged for the term of the contract. There will be no annual increment / percentage increase during the contract period. No increment and Dearness Allowance shall be allowed during the term of the Contract.
HRA	No HRA shall be admissible.
Transport Allowance	An appropriate and fixed amount as Transport allowance shall be allowed not exceeding the rate applicable to the appointee at the time of retirement. The amount so fixed shall remain unchanged during the term of appointment.
Leave of absence	Paid leave of absence may be allowed at the rate of 1.5 days for each completed month of service. Accumulation of leave beyond a calendar year may not be allowed.
Term of Appointment	The term of appointment shall ordinarily be for an initial period not exceeding one year which is extendable by another one year. Beyond two years after the age of superannuation where adequate justification exists, the term may be extended based on a review of the task and the performance of the contract appointee, provided it shall not be extended beyond 5 years after superannuation
TA/DA during official tour	The Consultant (Retired Inspector) may require to undertake domestic official tours with due approval and they will be allowed the TA/DA as applicable to the regular Inspectors of the Commission.

3. The engagement of '**Consultants (Retired Inspectors)**' on contract basis, will be governed by the **instructions / guidelines issued by M/o Finance, Deptt. of Expenditure vide O.M. dated 09.12.2020** and following other general terms & conditions :-

- i. **Nature of engagement:** The engagement of '**Consultants (Retired Inspectors)**' are not against any regular post and shall be for short duration on need basis. The candidates will have no right to claim for continuation or for regular employment in the Commission.



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- ii. **Job location:** The office of National Human Rights Commission at Manav Adhikar Bhawan, C-Block, GPO Complex, INA, New Delhi-110023.
 - iii. Deduction of mandatory taxes will be applicable at the time of payment of consultancy fee.
 - iv. The engagement will be strictly contractual and will not confer any other financial benefits to the selected candidates, other than the consultancy fee.
 - v. The consultant shall not be entitled to any benefit like provident fund, pension, gratuity, medical attendance treatment, seniority, promotion etc. or any other available benefits available to the regular employees of the Commission.
 - vi. The engagement of the Consultant will be on full time basis. Normal working hours will be from 09.30 to 18.00 hrs. for 5 days in a week. Working hours are subject to change from time to time. Saturdays/Sundays will be closed holidays. In exigencies, the Consultant may be required to work beyond office hours and/or on closed holidays. No extra allowance or remuneration for such work will be admissible.
 - vii. The Consultant shall not accept any other professional appointment, paid or otherwise during the term of engagement with the Commission.
 - viii. The rules and regulations with regard to discipline, conduct, punctuality etc. applicable to the regular employees of the Commission shall also be applicable for the selected candidate during the period of the contractual engagement.
 - ix. At the time of leaving the assignment on completion of tenure or otherwise, the charge held by the selected candidate shall be properly handed over the official replacing them to the entire satisfaction of your reporting officer.
 - x. The selected person will be required to enter into a contract with the Commission in a prescribed format from the actual date of engagement as Consultant with regard to conditions of contractual service, as elaborated here including any other relevant clause.
 - xi. Both sides can terminate the contract with one month notice or payment of one-month contractual pay. One month notice or payment of one-month contractual pay is not applicable in case of termination due to indiscipline, un-punctuality and performance not found satisfactory.
 - xii. It's discretion of the Commission to amend any terms & conditions of the contract.
4. **Submission of Applications :** Interested and Eligible Retired Inspectors may apply online on the link <https://hrcnet.nic.in/job/candidate/Register.aspx>, provided on the website of the National Human Rights Commission www.nhrc.nic.in.
5. **Applications are to be submitted online only on or before 20th February, 2024. Applications received physically/through e-mail etc. will not be considered.**


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